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ABSTRACT

Management information system (MIS) data about women's participation in Missouri's job training system funded under Title II-A of the Job Training Partnership Act (JTPA) in program year 1992 were analyzed. Analysis of data from Missouri's 15 service delivery areas (SDAs) established the following: 75% of the state's 4,598 female JTPA participants were white and 23% were black; 60% were single parents; 40% were receiving Aid to Families with Dependent Children (AFDC), 75% had at least a high school diploma, 25% were high school dropouts; 71% were new participants; 72% were terminated from training programs, 44% entered unsubsidized employment; 51% participated in classroom occupational training; 17% participated in on-the-job training; and 13% participated in job search. The analysis also established that more females than males participated in job training programs and that male graduates averaged $0.23 more per hour than females. (This report contains MIS data and 38 tables/figures detailing the participation of women in Missouri's job training system in each of the state's 15 SDAs and throughout the state as a whole. Also included are recommendations, a discussion of the Missouri Council of Women's Economic Development and Training's activities in FY92, and information on women in the U.S. work force.) (MN)

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JOB TRAINING PARTNERSHIP ACT

PY' 91 TITLE II-A

PROGRAM REVIEW

by

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INTRODUCTION

This report on the Missouri Job Training Partnership Act (JTPA) program summarizes work undertaken by the Missouri Council on Women's Economic Development and Training (MCWEDT) in compliance with the scope of work for Contract No. 28-01-28-91 with the Missouri Division of Job Development and Training. The purpose of this report is to provide information about women's participation in the job training system in Missouri. Data from the Management Information System (MIS) has been reported and analyzed for each service delivery area (SDA) and for the state as a whole.

A special thanks to Tom Wells and the Missouri Division of Job Development and Training for their help in collecting the data for this report.

DEFINITIONS

-Classroom-Occupational Training - customized program to train for an identified demand skill. This includes customized or upgrading classroom-occupational training activity.

-On-The-Job Training - training program provided while participant is engaged in productive work at the employers work site. This includes customized or upgrading on-the-job training activity.

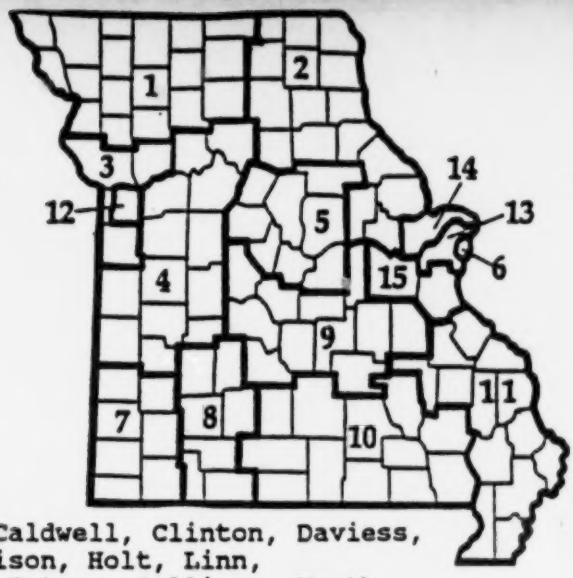
-Other Educational Training - training program that provides educational instruction for future employability development purposes. This training includes basic skills and remedial education.

-Job Search - training program that helps participant learn how to seek and obtain employment.

-Work Experience - work assignment designed to enhance the employability of the participant through the development of good work habits and basic work skills.

-Lacks Significant Work History - a participant who has not worked full or part-time for the same employer for longer than three consecutive months in two years prior to job training eligibility determination.

COUNTIES WITHIN SERVICE DELIVERY AREAS



SDA 1 Andrew, Atchison, Buchanan, Caldwell, Clinton, Daviess, DeKalb, Gentry, Grundy, Harrison, Holt, Linn, Livingston, Mercer, Nodaway, Putnam, Sullivan, Worth

SDA 2 Adair, Clark, Know, Lewis, Lincoln, Macon, Marion, Monroe, Montgomery, Pike, Ralls, Randolph, Schuyler, Scotland, Shelby, Warren

SDA 3 Cass, Clay, Kansas City, Platte, Ray

SDA 4 Bates, Benton, Carroll, Cedar, Chariton, Henry, Hickory, Johnson, Lafayette, Pettis, St. Clair, Saline, Vernon

SDA 5 Audrain, Boone, Callaway, Cole, Cooper, Howard, Moniteau, Osage

SDA 6 St. Louis City

SDA 7 Barry, Barton, Dade, Jasper, Lawrence, McDonald, Newton

SDA 8 Christian, Dallas, Greene, Polk, Stone, Taney, Webster

SDA 9 Camden, Crawford, Dent, Gasconade, Laclede, Maries, Miller, Morgan, Phelps, Pulaski, Washington

SDA 10 Butler, Carter, Douglas, Howell, Oregon, Ozark, Reynolds, Ripley, Shannon, Texas, Wayne, Wright

SDA 11 Bollinger, Cape Girardeau, Dunklin, Iron, Madison, Mississippi, New Madrid, Pemiscot, Perry, Ste. Genevieve, St. Francois, Scott, Stoddard

SDA 12 Jackson

SDA 13 St. Louis

SDA 14 St. Charles

SDA 15 Franklin, Jefferson

MIS DATA SUMMARIES

This section contains a summary of MIS data for each service delivery area and a comprehensive statewide summary.

SDA 1 - Trenton, Missouri

Analysis of the data reveals the following significant trends:

- 289 of the 498 participants, or 58%, were female.
- 183 females, or 56%, were new participants.
- the majority of the female participants were between the ages of 20 to 29.
- of the 289 female participants, 269 were white and 15 were black.
- 142 of the 289 females were single parents.
- 106 female participants received AFDC.
- 164 received food stamps.
- 107 of the 289 females were high school drop-outs.
- 121 were high school graduates.
- 165 of the female participants were unemployed.
- 90 females lacked a significant work history.
- the three activities in this SDA with the most female participants were the classroom-occupational program with 99 participants, other educational training with 78 participants, and on-the-job training with 74 participants.
- at the time of termination from the job training programs, 55% of the total female population and 36% of the female welfare population were employed.
- thirteen weeks after termination, a sample group showed that 55% of the total female population and 51% of the female welfare population were employed.
- the hourly wage at placement was $5.88 for females compared to $5.92 for males.

Table 1A

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 1 PROGRAM REVIEW PY '91 CLOSEOUT

	MALE	FEMALE
TOTAL PARTICIPANTS:	209	289
AGE:		
20-29	87	124
30-39	85	112
40-49	26	32
50-59	10	20
60 AND OVER	1	1
RACE:		
WHITE (NON-HISPANIC)	188	269
BLACK (NON-HISPANIC)	17	15
HISPANIC	2	3
OTHER	2	2
FAMILY STATUS:		
SINGLE PARENT-DEPENDENT UNDER 6	3	59
SINGLE PARENT-DEPENDENT 6-17	9	79
SINGLE PARENT-DEPENDENT OVER 17	0	4
PARENT IN 2 PARENT FAMILY	77	64
NON-DEPENDENT INDIVIDUAL	89	44
PUBLIC ASSISTANCE:		
RECEIVING AFDC	26	106
RECEIVING FOOD STAMPS	95	164
EDUCATIONAL STATUS:		
SCHOOL DROP-OUT	74	107
STUDENT	0	0
HIGH SCHOOL GRADUATE OR EQUIVALENT	104	121
POST-HIGH SCHOOL ATTENDEE	29	58
COLLEGE GRADUATE OR ABOVE	2	3
LABOR FORCE STATUS		
EMPLOYED PART TIME	18	44
EMPLOYED FULL TIME	14	27
UNEMPLOYED	162	165
NOT IN LABOR FORCE	15	53
LACKS SIGNIFICANT WORK HISTORY	34	90

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 1 PROGRAM REVIEW PY '91 CLOSEOUT

	TOTAL	ACTUAL SERVED		PERCENT OF ACTUAL SERVED	
		MALE	FEMALE	MALE	FEMALE
TOTAL PARTICIPANTS	498	209	289	42.0%	58.0%
NEW PARTICIPANTS	329	146	183	44.4%	55.6%
TOTAL TERMINATION	365	166	199	45.5%	54.5%
ENTERED UNSUBSIDIZED EMPLOYMENT	214	105	109	49.1%	50.9%
ACTIVITIES:					
*CLASSROOM-OCCUPATIONAL	139	40	99	28.8%	71.2%
*ON-THE-JOB TRAINING	168	94	74	56.0%	44.0%
*OTHER EDUCATIONAL TRAINING	134	56	78	41.8%	58.2%
*JOB SEARCH	77	31	46	40.3%	59.7%
*WORK EXPERIENCE	5	1	4	20.0%	80.0%

FOLLOW UP DATA

	MALE	FEMALE
TIME OF TERMINATION		
TOTAL POPULATION EMPLOYMENT RATE	63%	55%
WELFARE POPULATION EMPLOYMENT RATE	50%	36%
HOURLY WAGE AT PLACEMENT	$5.92	$5.88
THIRTEEN WEEKS AFTER TERMINATION (SAMPLE GROUP)		
TOTAL POPULATION		
EMPLOYMENT RATE	63%	55%
AVERAGE WEEKLY EARNINGS	$255.28	$224.69
AVERAGE WEEKS WORKED	9	7.6
WELFARE POPULATION		
EMPLOYMENT RATE	55%	51%
AVERAGE WEEKLY EARNINGS	$173.02	$202.84
AVERAGE WEEKS WORKED	8.1	6.6

SDA 2 - Paris, Missouri

Analysis of the data reveals the following significant trends:

- 307 of the 429 participants, or 72%, were female.
- 202 females, or 67%, were new participants.
- the majority of the female participants were between the ages of 20 to 29.
- of the 307 female participants, 289 were white and 15 were black.
- 167 of the females were single parents.
- 96 female participants received AFDC.
- 183 received food stamps.
- 41 of the 307 females were high school drop-outs.
- 189 were high school graduates.
- 203 of the female participants were unemployed.
- 82 females lacked a significant work history.
- the activities in this SDA with the most female participants were the classroom-occupational program with 207 participants and the on-the-job training program with 69 participants.
- at the time of termination from the job training programs, 72% of the total female population and 57% of the female welfare population were employed.
- thirteen weeks after termination, a sample group showed that 71% of the total female population and 53% of the female welfare population were employed.
- the hourly wage at placement was $5.48 for females compared to $5.65 for males.

Table 2A

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 2 PROGRAM REVIEW PY '91 CLOSEOUT

	MALE	FEMALE
TOTAL PARTICIPANTS:	122	307
AGE:		
20-29	60	138
30-39	45	121
40-49	13	42
50-59	4	6
60 AND OVER	0	0
RACE:		
WHITE (NON-HISPANIC)	115	289
BLACK (NON-HISPANIC)	7	15
HISPANIC	0	0
OTHER	0	3
FAMILY STATUS:		
SINGLE PARENT-DEPENDENT UNDER 6	8	98
SINGLE PARENT-DEPENDENT 6-17	8	67
SINGLE PARENT-DEPENDENT OVER 17	0	2
PARENT IN 2 PARENT FAMILY	40	89
NON-DEPENDENT INDIVIDUAL	51	38
PUBLIC ASSISTANCE:		
RECEIVING AFDC	14	96
RECEIVING FOOD STAMPS	55	183
EDUCATIONAL STATUS:		
SCHOOL DROP-OUT	30	41
STUDENT	0	0
HIGH SCHOOL GRADUATE OR EQUIVALENT	72	189
POST-HIGH SCHOOL ATTENDEE	18	76
COLLEGE GRADUATE OR ABOVE	2	1
LABOR FORCE STATUS		
EMPLOYED PART TIME	17	57
EMPLOYED FULL TIME	9	32
UNEMPLOYED	95	203
NOT IN LABOR FORCE	1	15
LACKS SIGNIFICANT WORK HISTORY	18	82

Table 2B

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 2 PROGRAM REVIEW PY '91 CLOSEOUT

	TOTAL	ACTUAL SERVED		PERCENT OF ACTUAL SERVED	
		MALE	FEMALE	MALE	FEMALE
TOTAL PARTICIPANTS	429	122	307	28.4%	71.6%
NEW PARTICIPANTS	302	100	202	33.1%	66.9%
TOTAL TERMINATION	273	81	192	29.7%	70.3%
ENTERED UNSUBSIDIZED EMPLOYMENT	203	65	138	32.0%	68.0%
ACTIVITIES:					
*CLASSROOM-OCCUPATIONAL	244	37	207	15.2%	84.8%
*ON-THE-JOB TRAINING	140	71	69	50.7%	49.3%
*OTHER EDUCATIONAL TRAINING	7	3	4	42.9%	57.1%
*JOB SEARCH	0	0	0		
*WORK EXPERIENCE	1	1	0		

FOLLOW UP DATA

	MALE	FEMALE
TIME OF TERMINATION		
TOTAL POPULATION EMPLOYMENT RATE	80%	72%
WELFARE POPULATION EMPLOYMENT RATE	70%	57%
HOURLY WAGE AT PLACEMENT	$5.65	$5.48
THIRTEEN WEEKS AFTER TERMINATION (SAMPLE GROUP)		
TOTAL POPULATION		
EMPLOYMENT RATE	73%	71%
AVERAGE WEEKLY EARNINGS	$234.01	$207.61
AVERAGE WEEKS WORKED	9.2	9.4
WELFARE POPULATION		
EMPLOYMENT RATE	33%	53%
AVERAGE WEEKLY EARNINGS	$174.38	$176.26
AVERAGE WEEKS WORKED	7.2	7

SDA 3 - Kansas City, Missouri

Analysis of the data reveals the following significant trends:

- 459 of the 750 participants, or 61%, were female.
- 370 of the females, or 59%, were new participants.
- the majority of females were between the ages of 20 to 29.
- of the 459 female participants, 283 were black and 159 were white.
- 328 of the 459 female participants were single parents.
- 237 female participants received AFDC.
- 341 received food stamps.
- 97 of the 459 females were high school drop-outs.
- 246 were high school graduates.
- 359 of the female participants were unemployed.
- 123 females lacked a significant work history.
- the three activities in this SDA with the most female participants were the classroom-occupational program with 226 participants, other educational training with 156 participants, and on-the-job training with 94 participants.
- at the time of termination from the job training programs, 64% of the total female population and 56% of the female welfare population were employed.
- thirteen weeks after termination, a sample group showed that 53% of the total female population and 39% of the female welfare population were employed.
- the hourly wage at placement was $5.82 for females compared to $6.38 for males.

Table 3A

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 3 PROGRAM REVIEW PY '91 CLOSEOUT

	MALE	FEMALE
TOTAL PARTICIPANTS:	291	459
AGE:		
20-29	129	228
30-39	115	168
40-49	43	55
50-59	4	8
60 AND OVER	0	0
RACE:		
WHITE (NON-HISPANIC)	131	159
BLACK (NON-HISPANIC)	147	283
HISPANIC	9	11
OTHER	4	6
FAMILY STATUS:		
SINGLE PARENT-DEPENDENT UNDER 6	9	185
SINGLE PARENT-DEPENDENT 6-17	8	137
SINGLE PARENT-DEPENDENT OVER 17	0	6
PARENT IN 2 PARENT FAMILY	47	40
NON-DEPENDENT INDIVIDUAL	213	73
PUBLIC ASSISTANCE:		
RECEIVING AFDC	13	237
RECEIVING FOOD STAMPS	93	341
EDUCATIONAL STATUS:		
SCHOOL DROP-OUT	90	97
STUDENT	0	0
HIGH SCHOOL GRADUATE OR EQUIVALENT	131	246
POST-HIGH SCHOOL ATTENDEE	65	115
COLLEGE GRADUATE OR ABOVE	5	1
LABOR FORCE STATUS		
EMPLOYED PART TIME	23	34
EMPLOYED FULL TIME	15	19
UNEMPLOYED	252	359
NOT IN LABOR FORCE	1	11
LACKS SIGNIFICANT WORK HISTORY	55	123

Table 3B

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 3 PROGRAM REVIEW PY '91 CLOSEOUT

	TOTAL	ACTUAL SERVED		PERCENT OF ACTUAL SERVED	
		MALE	FEMALE	MALE	FEMALE
TOTAL PARTICIPANTS	750	291	459	38.8%	61.2%
NEW PARTICIPANTS	628	258	370	41.1%	58.9%
TOTAL TERMINATION	497	194	303	39.0%	61.0%
ENTERED UNSUBSIDIZED EMPLOYMENT	323	130	193	40.2%	59.8%
ACTIVITIES:					
*CLASSROOM-OCCUPATIONAL	371	145	226	39.1%	60.9%
*ON-THE-JOB TRAINING	208	114	94	54.8%	45.2%
*OTHER EDUCATIONAL TRAINING	228	72	156	31.6%	68.4%
*JOB SEARCH	36	5	31	13.9%	86.1%
*WORK EXPERIENCE	149	59	90	39.6%	60.4%

FOLLOW UP DATA

	MALE	FEMALE
TIME OF TERMINATION		
TOTAL POPULATION EMPLOYMENT RATE	67%	64%
WELFARE POPULATION EMPLOYMENT RATE	57%	56%
HOURLY WAGE AT PLACEMENT	$6.38	$5.82
THIRTEEN WEEKS AFTER TERMINATION (SAMPLE GROUP)		
TOTAL POPULATION		
EMPLOYMENT RATE	62%	53%
AVERAGE WEEKLY EARNINGS	$268.61	$208.60
AVERAGE WEEKS WORKED	8.4	7.1
WELFARE POPULATION		
EMPLOYMENT RATE	23%	39%
AVERAGE WEEKLY EARNINGS	$125.96	$201.53
AVERAGE WEEKS WORKED	3.7	5.8

SDA 4 - Sedalia, Missouri

Analysis of the data reveals the following significant trends:

- 259 of the 375 participants, or 69%, were female.
- 163 of the females, or 63%, were new participants.
- the majority of females were between the ages of 20 to 39.
- of the 259 female participants, 243 were white and 12 were black.
- 146 of the 259 female participants were single parents.
- 93 female participants received AFDC.
- 168 received food stamps.
- 94 of the 259 females were high school drop-outs.
- 112 were high school graduates.
- 172 of the female participants were unemployed.
- 66 females lacked a significant work history.
- the activities in this SDA with the most female participants were the classroom-occupational program with 87 participants, the job search program with 66 participants, on-the-job training with 61 participants, and other educational training with 55 participants.
- at the time of termination from the job training programs, 61% of the total female population and 45% of the female welfare population were employed.
- thirteen weeks after termination, a sample group showed that 54% of the total female population and 42% of the female welfare population were employed.
- the hourly wage at placement was $5.45 for females compared to $5.68 for males.

Table 4A

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 4 PROGRAM REVIEW PY '91 CLOSEOUT

	MALE	FEMALE
TOTAL PARTICIPANTS:	116	259
AGE:		
20-29	55	107
30-39	40	107
40-49	13	36
50-59	7	8
60 AND OVER	1	1
RACE:		
WHITE (NON-HISPANIC)	108	243
BLACK (NON-HISPANIC)	6	12
HISPANIC	2	3
OTHER	0	1
FAMILY STATUS:		
SINGLE PARENT-DEPENDENT UNDER 6	9	69
SINGLE PARENT-DEPENDENT 6-17	5	73
SINGLE PARENT-DEPENDENT OVER 17	0	4
PARENT IN 2 PARENT FAMILY	35	67
NON-DEPENDENT INDIVIDUAL	49	31
PUBLIC ASSISTANCE:		
RECEIVING AFDC	15	93
RECEIVING FOOD STAMPS	58	168
EDUCATIONAL STATUS:		
SCHOOL DROP-OUT	38	94
STUDENT	0	2
HIGH SCHOOL GRADUATE OR EQUIVALENT	63	112
POST-HIGH SCHOOL ATTENDEE	14	47
COLLEGE GRADUATE OR ABOVE	1	4
LABOR FORCE STATUS		
EMPLOYED PART TIME	3	27
EMPLOYED FULL TIME	3	21
UNEMPLOYED	104	172
NOT IN LABOR FORCE	6	39
LACKS SIGNIFICANT WORK HISTORY	14	66

JOB TRAINING PARTNERSHIP ACT TITLE II–A ADULT
SDA 4 PROGRAM REVIEW PY '91 CLOSEOUT

	TOTAL	ACTUAL SERVED		PERCENT OF ACTUAL SERVED	
		MALE	FEMALE	MALE	FEMALE
TOTAL PARTICIPANTS	375	116	259	30.9%	69.1%
NEW PARTICIPANTS	259	96	163	37.1%	62.9%
TOTAL TERMINATION	281	98	183	34.9%	65.1%
ENTERED UNSUBSIDIZED EMPLOYMENT	183	72	111	39.3%	60.7%
ACTIVITIES:					
*CLASSROOM-OCCUPATIONAL	101	14	87	13.9%	86.1%
*ON-THE-JOB TRAINING	123	62	61	50.4%	49.6%
*OTHER EDUCATIONAL TRAINING	66	11	55	16.7%	83.3%
*JOB SEARCH	88	22	66	25.0%	75.0%
*WORK EXPERIENCE	0	0	0		

FOLLOW UP DATA

	MALE	FEMALE
TIME OF TERMINATION		
TOTAL POPULATION EMPLOYMENT RATE	73%	61%
WELFARE POPULATION EMPLOYMENT RATE	45%	45%
HOURLY WAGE AT PLACEMENT	$5.68	$5.45
THIRTEEN WEEKS AFTER TERMINATION (SAMPLE GROUP)		
TOTAL POPULATION		
EMPLOYMENT RATE	67%	54%
AVERAGE WEEKLY EARNINGS	$223.38	$208.75
AVERAGE WEEKS WORKED	8.8	7.1
WELFARE POPULATION		
EMPLOYMENT RATE	38%	42%
AVERAGE WEEKLY EARNINGS	$170.71	$209.62
AVERAGE WEEKS WORKED	5.6	5.7

SDA 5 - Jefferson City, Missouri

Analysis of the data reveals the following significant trends:

- 123 of the 179 participants, or 69%, were female.
- 87 of the females, or 64%, were new participants.
- the majority of females were between the ages of 20 to 29.
- of the 123 female participants, 97 were white and 26 were black.
- 92 of the 123 female participants were single parents.
- 52 female participants received AFDC.
- 92 received food stamps.
- 22 of the 123 females were high school drop-outs.
- 73 were high school graduates.
- 79 of the female participants were unemployed.
- 35 females lacked a significant work history.
- the activity with the most female participants was the classroom-occupational program with 92 participants.
- at the time of termination from the job training programs, 54% of the total female population and 47% of the female welfare population were employed.
- thirteen weeks after termination, a sample group showed that 69% of the total female population and 58% of the female welfare population were employed.
- the hourly wage at placement was $6.14 for females compared to $5.55 for males.

Table 5A

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 5 PROGRAM REVIEW PY '91 CLOSEOUT

	MALE	FEMALE
TOTAL PARTICIPANTS:	56	123
AGE:		
20-29	30	60
30-39	15	51
40-49	9	8
50-59	1	4
60 AND OVER	1	0
RACE:		
WHITE (NON-HISPANIC)	42	97
BLACK (NON-HISPANIC)	12	26
HISPANIC	1	0
OTHER	1	0
FAMILY STATUS:		
SINGLE PARENT-DEPENDENT UNDER 6	4	55
SINGLE PARENT-DEPENDENT 6-17	0	36
SINGLE PARENT-DEPENDENT OVER 17	0	1
PARENT IN 2 PARENT FAMILY	12	11
NON-DEPENDENT INDIVIDUAL	33	18
PUBLIC ASSISTANCE:		
RECEIVING AFDC	0	52
RECEIVING FOOD STAMPS	25	92
EDUCATIONAL STATUS:		
SCHOOL DROP-OUT	13	22
STUDENT	0	0
HIGH SCHOOL GRADUATE OR EQUIVALENT	21	73
POST-HIGH SCHOOL ATTENDEE	19	27
COLLEGE GRADUATE OR ABOVE	3	1
LABOR FORCE STATUS		
EMPLOYED PART TIME	4	19
EMPLOYED FULL TIME	3	16
UNEMPLOYED	49	79
NOT IN LABOR FORCE	0	9
LACKS SIGNIFICANT WORK HISTORY	14	35

JOB TRAINING PARTNERSHIP ACT TITLE II–A ADULT
SDA 5 PROGRAM REVIEW PY '91 CLOSEOUT

	TOTAL	ACTUAL SERVED		PERCENT OF ACTUAL SERVED	
		MALE	FEMALE	MALE	FEMALE
TOTAL PARTICIPANTS	179	56	123	31.3%	68.7%
NEW PARTICIPANTS	137	50	87	36.5%	63.5%
TOTAL TERMINATION	117	43	74	36.8%	63.2%
ENTERED UNSUBSIDIZED EMPLOYMENT	69	29	40	42.0%	58.0%
ACTIVITIES:					
*CLASSROOM–OCCUPATIONAL	99	7	92	7.1%	92.9%
*ON–THE–JOB TRAINING	48	35	13	72.9%	27.1%
*OTHER EDUCATIONAL TRAINING	23	2	21	8.7%	91.3%
*JOB SEARCH	34	9	25	26.5%	73.5%
*WORK EXPERIENCE	0	0	0		

FOLLOW UP DATA

	MALE	FEMALE
TIME OF TERMINATION		
TOTAL POPULATION EMPLOYMENT RATE	67%	54%
WELFARE POPULATION EMPLOYMENT RATE	N/A	47%
HOURLY WAGE AT PLACEMENT	$5.55	$6.14
THIRTEEN WEEKS AFTER TERMINATION (SAMPLE GROUP)		
TOTAL POPULATION		
EMPLOYMENT RATE	70%	69%
AVERAGE WEEKLY EARNINGS	$255.89	$228.34
AVERAGE WEEKS WORKED	10.2	8.7
WELFARE POPULATION		
EMPLOYMENT RATE	100%	58%
AVERAGE WEEKLY EARNINGS	$288.00	$237.44
AVERAGE WEEKS WORKED	13	8

SDA 6 - St. Louis, Missouri

Analysis of the data reveals the following significant trends:

- 384 of the 748 participants, or 51%, were female.
- 300 of the females, or 48%, were new participants.
- the majority of females were between the ages of 20 to 29.
- of the 384 female participants, 345 were black and 35 were white.
- 297 of the 384 female participants were single parents.
- 243 female participants received AFDC.
- 299 received food stamps.
- 110 of the 384 females were high school drop-outs.
- 192 were high school graduates.
- 352 of the female participants were unemployed.
- 133 females lacked a significant work history.
- the two activities with the most female participants were the classroom-occupational program with 193 participants and other educational training with 92 participants.
- at the time of termination from the job training programs, 46% of the total female population and 37% of the female welfare population were employed.
- thirteen weeks after termination, a sample group showed that 40% of the total female population and 34% of the female welfare population were employed.
- the hourly wage at placement was $5.13 for females compared to $5.16 for males.

Table 6A

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 6 PROGRAM REVIEW PY '91 CLOSEOUT

	MALE	FEMALE
TOTAL PARTICIPANTS:	364	384
AGE:		
20-29	167	219
30-39	151	134
40-49	40	26
50-59	6	5
60 AND OVER	0	0
RACE:		
WHITE (NON-HISPANIC)	38	35
BLACK (NON-HISPANIC)	312	345
HISPANIC	1	1
OTHER	13	3
FAMILY STATUS:		
SINGLE PARENT-DEPENDENT UNDER 6	1	182
SINGLE PARENT-DEPENDENT 6-17	4	108
SINGLE PARENT-DEPENDENT OVER 17	1	7
PARENT IN 2 PARENT FAMILY	26	19
NON-DEPENDENT INDIVIDUAL	325	64
PUBLIC ASSISTANCE:		
RECEIVING AFDC	11	243
RECEIVING FOOD STAMPS	102	299
EDUCATIONAL STATUS:		
SCHOOL DROP-OUT	122	110
STUDENT	1	2
HIGH SCHOOL GRADUATE OR EQUIVALENT	159	192
POST-HIGH SCHOOL ATTENDEE	79	79
COLLEGE GRADUATE OR ABOVE	3	1
LABOR FORCE STATUS		
EMPLOYED PART TIME	15	22
EMPLOYED FULL TIME	3	2
UNEMPLOYED	331	352
NOT IN LABOR FORCE	15	8
LACKS SIGNIFICANT WORK HISTORY	88	133

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 6 PROGRAM REVIEW PY '91 CLOSEOUT

	TOTAL	ACTUAL SERVED		PERCENT OF ACTUAL SERVED	
		MALE	FEMALE	MALE	FEMALE
TOTAL PARTICIPANTS	748	364	384	48.7%	51.3%
NEW PARTICIPANTS	629	329	300	52.3%	47.7%
TOTAL TERMINATION	668	340	328	50.9%	49.1%
ENTERED UNSUBSIDIZED EMPLOYMENT	400	248	152	62.0%	38.0%
ACTIVITIES:					
*CLASSROOM-OCCUPATIONAL	305	112	193	36.7%	63.3%
*ON-THE-JOB TRAINING	81	60	21	74.1%	25.9%
*OTHER EDUCATIONAL TRAINING	112	20	92	17.9%	82.1%
*JOB SEARCH	57	42	15	73.7%	26.3%
*WORK EXPERIENCE	73	16	57	21.9%	78.1%

FOLLOW UP DATA

	MALE	FEMALE
TIME OF TERMINATION		
TOTAL POPULATION EMPLOYMENT RATE	73%	46%
WELFARE POPULATION EMPLOYMENT RATE	81%	37%
HOURLY WAGE AT PLACEMENT	$5.16	$5.13
THIRTEEN WEEKS AFTER TERMINATION (SAMPLE GROUP)		
TOTAL POPULATION		
EMPLOYMENT RATE	55%	40%
AVERAGE WEEKLY EARNINGS	$203.58	$179.43
AVERAGE WEEKS WORKED	7.7	5.5
WELFARE POPULATION		
EMPLOYMENT RATE	59%	34%
AVERAGE WEEKLY EARNINGS	$210.22	$183.58
AVERAGE WEEKS WORKED	7.4	4.5

SDA 7 - Joplin, Missouri

Analysis of the data reveals the following significant trends:

- 183 of the 263 participants, or 70%, were female.
- 146 of the females, or 69%, were new participants.
- the majority of females were between the ages of 20 to 39.
- of the 183 female participants, 172 were white and 4 were black.
- 105 of the 183 female participants were single parents.
- 78 female participants received AFDC.
- 127 received food stamps.
- 46 of the 183 females were high school drop-outs.
- 107 were high school graduates.
- 122 of the female participants were unemployed.
- 83 females lacked a significant work history.
- the three activities with the most female participants were the classroom-occupational program with 90 participants, the job search program with 63 participants, and other educational training with 55 participants.
- at the time of termination from the job training programs, 68% of the total female population and 62% of the female welfare population were employed.
- thirteen weeks after termination, a sample group showed that 53% of the total female population and 42% of the female welfare population were employed.
- the hourly wage at placement was $5.75 for females compared to $5.64 for males.

Table 7A

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 7 PROGRAM REVIEW PY '91 CLOSEOUT

	MALE	FEMALE
TOTAL PARTICIPANTS:	80	183
AGE:		
20-29	35	74
30-39	28	78
40-49	9	28
50-59	7	2
60 AND OVER	1	1
RACE:		
WHITE (NON-HISPANIC)	75	172
BLACK (NON-HISPANIC)	1	4
HISPANIC	0	0
OTHER	4	7
FAMILY STATUS:		
SINGLE PARENT-DEPENDENT UNDER 6	3	54
SINGLE PARENT-DEPENDENT 6-17	2	50
SINGLE PARENT-DEPENDENT OVER 17	0	1
PARENT IN 2 PARENT FAMILY	30	32
NON-DEPENDENT INDIVIDUAL	32	33
PUBLIC ASSISTANCE:		
RECEIVING AFDC	9	78
RECEIVING FOOD STAMPS	41	127
EDUCATIONAL STATUS:		
SCHOOL DROP-OUT	20	46
STUDENT	0	0
HIGH SCHOOL GRADUATE OR EQUIVALENT	52	107
POST-HIGH SCHOOL ATTENDEE	6	28
COLLEGE GRADUATE OR ABOVE	2	2
LABOR FORCE STATUS		
EMPLOYED PART TIME	3	15
EMPLOYED FULL TIME	4	11
UNEMPLOYED	64	122
NOT IN LABOR FORCE	9	35
LACKS SIGNIFICANT WORK HISTORY	21	83

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 7 PROGRAM REVIEW PY '91 CLOSEOUT

	TOTAL	ACTUAL SERVED		PERCENT OF ACTUAL SERVED	
		MALE	FEMALE	MALE	FEMALE
TOTAL PARTICIPANTS	263	80	183	30.4%	69.6%
NEW PARTICIPANTS	213	67	146	31.5%	68.5%
TOTAL TERMINATION	180	66	114	36.7%	63.3%
ENTERED UNSUBSIDIZED EMPLOYMENT	135	58	77	43.0%	57.0%
ACTIVITIES:					
*CLASSROOM-OCCUPATIONAL	121	31	90	25.6%	74.4%
*ON-THE-JOB TRAINING	26	12	14	46.2%	53.8%
*OTHER EDUCATIONAL TRAINING	76	21	55	27.6%	72.4%
*JOB SEARCH	85	22	63	25.9%	74.1%
*WORK EXPERIENCE	34	6	28	17.6%	82.4%

FOLLOW UP DATA

	MALE	FEMALE
TIME OF TERMINATION		
TOTAL POPULATION EMPLOYMENT RATE	88%	68%
WELFARE POPULATION EMPLOYMENT RATE	100%	62%
HOURLY WAGE AT PLACEMENT	$5.64	$5.75
THIRTEEN WEEKS AFTER TERMINATION (SAMPLE GROUP)		
TOTAL POPULATION		
EMPLOYMENT RATE	64%	53%
AVERAGE WEEKLY EARNINGS	$252.23	$204.55
AVERAGE WEEKS WORKED	9.1	7.3
WELFARE POPULATION		
EMPLOYMENT RATE	67%	42%
AVERAGE WEEKLY EARNINGS	$267.96	$175.58
AVERAGE WEEKS WORKED	8.7	6

SDA 8 - Springfield, Missouri

Analysis of the data reveals the following significant trends:

- 321 of the 540 participants, or 59%, were female.
- 223 of the females, or 56%, were new participants.
- the majority of females were between the ages of 20 to 29.
- of the 321 female participants, 312 were white and 6 were black.
- 166 of the 321 female participants were single parents.
- 82 female participants received AFDC.
- 161 received food stamps.
- 44 of the 321 females were high school drop-outs.
- 181 were high school graduates.
- 190 of the female participants were unemployed.
- 46 females lacked a significant work history.
- the three activities with the most female participants were the classroom-occupational program with 177 participants, the job search program with 96 participants, and other educational training with 55 participants.
- at the time of termination from the job training programs, 78% of the total female population and 58% of the female welfare population were employed.
- thirteen weeks after termination, a sample group showed that 65% of the total female population and 53% of the female welfare population were employed.
- the hourly wage at placement was $5.18 for females compared to $5.57 for males.

Table 8A

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 8 PROGRAM REVIEW PY '91 CLOSEOUT

	MALE	FEMALE
TOTAL PARTICIPANTS:	219	321
AGE:		
20-29	120	132
30-39	63	111
40-49	28	64
50-59	6	14
60 AND OVER	2	0
RACE:		
WHITE (NON-HISPANIC)	205	312
BLACK (NON-HISPANIC)	9	6
HISPANIC	4	2
OTHER	1	1
FAMILY STATUS:		
SINGLE PARENT-DEPENDENT UNDER 6	8	82
SINGLE PARENT-DEPENDENT 6-17	6	78
SINGLE PARENT-DEPENDENT OVER 17	1	6
PARENT IN 2 PARENT FAMILY	81	53
NON-DEPENDENT INDIVIDUAL	108	74
PUBLIC ASSISTANCE:		
RECEIVING AFDC	14	82
RECEIVING FOOD STAMPS	73	161
EDUCATIONAL STATUS:		
SCHOOL DROP-OUT	44	44
STUDENT	0	1
HIGH SCHOOL GRADUATE OR EQUIVALENT	118	181
POST-HIGH SCHOOL ATTENDEE	49	84
COLLEGE GRADUATE OR ABOVE	8	11
LABOR FORCE STATUS		
EMPLOYED PART TIME	19	43
EMPLOYED FULL TIME	9	24
UNEMPLOYED	178	190
NOT IN LABOR FORCE	13	64
LACKS SIGNIFICANT WORK HISTORY	9	46

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 8 PROGRAM REVIEW PY '91 CLOSEOUT

	TOTAL	ACTUAL SERVED		PERCENT OF ACTUAL SERVED	
		MALE	FEMALE	MALE	FEMALE
TOTAL PARTICIPANTS	540	219	321	40.6%	59.4%
NEW PARTICIPANTS	396	173	223	43.7%	56.3%
TOTAL TERMINATION	401	165	236	41.1%	58.9%
ENTERED UNSUBSIDIZED EMPLOYMENT	319	136	183	42.6%	57.4%
ACTIVITIES:					
*CLASSROOM-OCCUPATIONAL	245	68	177	27.8%	72.2%
*ON-THE-JOB TRAINING	79	51	28	64.6%	35.4%
*OTHER EDUCATIONAL TRAINING	90	35	55	38.9%	61.1%
*JOB SEARCH	176	80	96	45.5%	54.5%
*WORK EXPERIENCE	11	0	11	0.0%	100.0%

FOLLOW UP DATA	MALE	FEMALE
TIME OF TERMINATION		
TOTAL POPULATION EMPLOYMENT RATE	82%	78%
WELFARE POPULATION EMPLOYMENT RATE	67%	58%
HOURLY WAGE AT PLACEMENT	$5.57	$5.18
THIRTEEN WEEKS AFTER TERMINATION (SAMPLE GROUP)		
TOTAL POPULATION		
EMPLOYMENT RATE	69%	65%
AVERAGE WEEKLY EARNINGS	$233.50	$192.83
AVERAGE WEEKS WORKED	9.4	9.3
WELFARE POPULATION		
EMPLOYMENT RATE	56%	53%
AVERAGE WEEKLY EARNINGS	$209.18	$148.72
AVERAGE WEEKS WORKED	7.9	7.6

SDA 9 - Rolla, Missouri

Analysis of the data reveals the following significant trends:

- 336 of the 524 participants, or 64%, were female.
- 209 of the females, or 59%, were new participants.
- the majority of females were between the ages of 20 to 39.
- of the 336 female participants, 327 were white and 5 were black.
- 175 of the 336 female participants were single parents.
- 103 female participants received AFDC.
- 195 received food stamps.
- 104 of the 336 females were high school drop-outs.
- 159 were high school graduates.
- 233 of the female participants were unemployed.
- 86 females lacked a significant work history.
- the activities with the most female participants were the on-the-job training program with 108 participants, the classroom-occupational program with 88 participants, and the job search program with 66 participants.
- at the time of termination from the job training programs, 64% of the total female population and 47% of the female welfare population were employed.
- thirteen weeks after termination, a sample group showed that 58% of the total female population and 42% of the female welfare population were employed.
- the hourly wage at placement was $5.17 for females compared to $5.33 for males.

Table 9A

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 9 PROGRAM REVIEW PY '91 CLOSEOUT

	MALE	FEMALE
TOTAL PARTICIPANTS:	188	336
AGE:		
20-29	79	128
30-39	72	144
40-49	27	45
50-59	9	17
60 AND OVER	1	2
RACE:		
WHITE (NON-HISPANIC)	182	327
BLACK (NON-HISPANIC)	4	5
HISPANIC	2	0
OTHER	0	4
FAMILY STATUS:		
SINGLE PARENT-DEPENDENT UNDER 6	5	63
SINGLE PARENT-DEPENDENT 6-17	13	105
SINGLE PARENT-DEPENDENT OVER 17	0	7
PARENT IN 2 PARENT FAMILY	85	89
NON-DEPENDENT INDIVIDUAL	50	42
PUBLIC ASSISTANCE:		
RECEIVING AFDC	23	103
RECEIVING FOOD STAMPS	87	195
EDUCATIONAL STATUS:		
SCHOOL DROP-OUT	69	104
STUDENT	0	1
HIGH SCHOOL GRADUATE OR EQUIVALENT	99	159
POST-HIGH SCHOOL ATTENDEE	20	72
COLLEGE GRADUATE OR ABOVE	0	0
LABOR FORCE STATUS		
EMPLOYED PART TIME	13	32
EMPLOYED FULL TIME	6	19
UNEMPLOYED	153	233
NOT IN LABOR FORCE	16	52
LACKS SIGNIFICANT WORK HISTORY	20	86

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 9 PROGRAM REVIEW PY '91 CLOSEOUT

	TOTAL	ACTUAL SERVED		PERCENT OF ACTUAL SERVED	
		MALE	FEMALE	MALE	FEMALE
TOTAL PARTICIPANTS	524	188	336	35.9%	64.1%
NEW PARTICIPANTS	355	146	209	41.1%	58.9%
TOTAL TERMINATION	376	130	246	34.6%	65.4%
ENTERED UNSUBSIDIZED EMPLOYMENT	264	106	158	40.2%	59.8%
ACTIVITIES:					
*CLASSROOM-OCCUPATIONAL	105	17	88	16.2%	83.8%
*ON-THE-JOB TRAINING	226	118	108	52.2%	47.8%
*OTHER EDUCATIONAL TRAINING	58	13	45	22.4%	77.6%
*JOB SEARCH	97	31	66	32.0%	68.0%
*WORK EXPERIENCE	34	16	18	47.1%	52.9%

FOLLOW UP DATA

	MALE	FEMALE
TIME OF TERMINATION		
TOTAL POPULATION EMPLOYMENT RATE	82%	64%
WELFARE POPULATION EMPLOYMENT RATE	80%	47%
HOURLY WAGE AT PLACEMENT	$5.33	$5.17
THIRTEEN WEEKS AFTER TERMINATION (SAMPLE GROUP)		
TOTAL POPULATION		
EMPLOYMENT RATE	68%	58%
AVERAGE WEEKLY EARNINGS	$243.50	$194.39
AVERAGE WEEKS WORKED	9.2	8
WELFARE POPULATION		
EMPLOYMENT RATE	55%	42%
AVERAGE WEEKLY EARNINGS	$344.01	$207.30
AVERAGE WEEKS WORKED	7.6	5.9

SDA 10 - West Plains, Missouri

Analysis of the data reveals the following significant trends:

- 391 of the 635 participants, or 62%, were female.
- 321 of the females, or 59%, were new participants.
- the majority of females were between the ages of 20 to 39.
- of the 391 female participants, 379 were white and 6 were black.
- 171 of the 391 female participants were single parents.
- 139 female participants received AFDC.
- 220 received food stamps.
- 113 of the 391 females were high school drop-outs.
- 206 were high school graduates.
- 238 of the female participants were unemployed.
- 88 females lacked a significant work history.
- the activities with the most female participants were the on-the-job training program with 134 participants, the classroom-occupational program with 129 participants, and the job search program with 85 participants.
- at the time of termination from the job training programs, 65% of the total female population and 55% of the female welfare population were employed.
- thirteen weeks after termination, a sample group showed that 62% of the total female population and 48% of the female welfare population were employed.
- the hourly wage at placement was $5.00 for females compared to $5.22 for males.

Table 10A

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 10 PROGRAM REVIEW PY '91 CLOSEOUT

	MALE	FEMALE
TOTAL PARTICIPANTS:	244	391
AGE:		
20-29	113	166
30-39	89	154
40-49	29	55
50-59	11	15
60 AND OVER	2	1
RACE:		
WHITE (NON-HISPANIC)	235	379
BLACK (NON-HISPANIC)	6	6
HISPANIC	1	2
OTHER	2	4
FAMILY STATUS:		
SINGLE PARENT-DEPENDENT UNDER 6	4	72
SINGLE PARENT-DEPENDENT 6-17	6	93
SINGLE PARENT-DEPENDENT OVER 17	0	6
PARENT IN 2 PARENT FAMILY	86	121
NON-DEPENDENT INDIVIDUAL	106	52
PUBLIC ASSISTANCE:		
RECEIVING AFDC	36	139
RECEIVING FOOD STAMPS	98	220
EDUCATIONAL STATUS:		
SCHOOL DROP-OUT	70	113
STUDENT	1	1
HIGH SCHOOL GRADUATE OR EQUIVALENT	151	206
POST-HIGH SCHOOL ATTENDEE	21	67
COLLEGE GRADUATE OR ABOVE	1	4
LABOR FORCE STATUS		
EMPLOYED PART TIME	10	36
EMPLOYED FULL TIME	4	11
UNEMPLOYED	160	238
NOT IN LABOR FORCE	70	106
LACKS SIGNIFICANT WORK HISTORY	37	88

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 10 PROGRAM REVIEW PY '91 CLOSEOUT

	TOTAL	ACTUAL SERVED		PERCENT OF ACTUAL SERVED	
		MALE	FEMALE	MALE	FEMALE
TOTAL PARTICIPANTS	635	244	391	38.4%	61.6%
NEW PARTICIPANTS	540	219	321	40.6%	59.4%
TOTAL TERMINATION	458	179	279	39.1%	60.9%
ENTERED UNSUBSIDIZED EMPLOYMENT	300	119	181	39.7%	60.3%
ACTIVITIES:					
*CLASSROOM-OCCUPATIONAL	167	38	129	22.8%	77.2%
*ON-THE-JOB TRAINING	253	119	134	47.0%	53.0%
*OTHER EDUCATIONAL TRAINING	31	5	26	16.1%	83.9%
*JOB SEARCH	159	74	85	46.5%	53.5%
*WORK EXPERIENCE	41	16	25	39.0%	61.0%

FOLLOW UP DATA

	MALE	FEMALE
TIME OF TERMINATION		
TOTAL POPULATION EMPLOYMENT RATE	66%	65%
WELFARE POPULATION EMPLOYMENT RATE	67%	55%
HOURLY WAGE AT PLACEMENT	$5.22	$5.00
THIRTEEN WEEKS AFTER TERMINATION (SAMPLE GROUP)		
TOTAL POPULATION		
EMPLOYMENT RATE	67%	62%
AVERAGE WEEKLY EARNINGS	$211.71	$171.38
AVERAGE WEEKS WORKED	9	8.7
WELFARE POPULATION		
EMPLOYMENT RATE	43%	48%
AVERAGE WEEKLY EARNINGS	$236.37	$174.53
AVERAGE WEEKS WORKED	6.3	6.6

SDA 11 - Cape Girardeau, Missouri

Analysis of the data reveals the following significant trends:

- 584 of the 713 participants, or 82%, were female.
- 391 of the females, or 81%, were new participants.
- the majority of females were between the ages of 20-29.
- of the 584 female participants, 483 were white and 99 were black.
- 366 of the 584 female participants were single parents.
- 261 female participants received AFDC.
- 339 received food stamps.
- 146 of the 584 females were high school drop-outs.
- 379 were high school graduates.
- 460 of the female participants were unemployed.
- 316 females lacked a significant work history.
- the two activities with the most female participants were the classroom-occupational program with 443 participants and the other educational training program with 278 participants.
- at the time of termination from the job training programs, 53% of the total female population and 41% of the female welfare population were employed.
- thirteen weeks after termination, a sample group showed that 44% of the total female population and 34% of the female welfare population were employed.
- the hourly wage at placement was $4.95 for females compared to $5.26 for males.

Table 11A

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 11 PROGRAM REVIEW PY '91 CLOSEOUT

	MALE	FEMALE
TOTAL PARTICIPANTS:	129	584
AGE:		
20-29	59	280
30-39	47	219
40-49	18	63
50-59	5	22
60 AND OVER	0	0
RACE:		
WHITE (NON-HISPANIC)	103	483
BLACK (NON-HISPANIC)	25	99
HISPANIC	0	2
OTHER	1	0
FAMILY STATUS:		
SINGLE PARENT-DEPENDENT UNDER 6	1	197
SINGLE PARENT-DEPENDENT 6-17	9	164
SINGLE PARENT-DEPENDENT OVER 17	0	5
PARENT IN 2 PARENT FAMILY	48	136
NON-DEPENDENT INDIVIDUAL	53	55
PUBLIC ASSISTANCE:		
RECEIVING AFDC	31	261
RECEIVING FOOD STAMPS	47	339
EDUCATIONAL STATUS:		
SCHOOL DROP-OUT	34	146
STUDENT	2	1
HIGH SCHOOL GRADUATE OR EQUIVALENT	84	379
POST-HIGH SCHOOL ATTENDEE	7	56
COLLEGE GRADUATE OR ABOVE	2	2
LABOR FORCE STATUS		
EMPLOYED PART TIME	6	44
EMPLOYED FULL TIME	4	30
UNEMPLOYED	119	460
NOT IN LABOR FORCE	0	50
LACKS SIGNIFICANT WORK HISTORY	36	316

Table 11B

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 11 PROGRAM REVIEW PY '91 CLOSEOUT

	TOTAL	ACTUAL SERVED		PERCENT OF ACTUAL SERVED	
		MALE	FEMALE	MALE	FEMALE
TOTAL PARTICIPANTS	713	129	584	18.1%	81.9%
NEW PARTICIPANTS	481	90	391	18.7%	81.3%
TOTAL TERMINATION	555	120	435	21.6%	78.4%
ENTERED UNSUBSIDIZED EMPLOYMENT	305	73	232	23.9%	76.1%
ACTIVITIES:					
*CLASSROOM-OCCUPATIONAL	538	95	443	17.7%	82.3%
*ON-THE-JOB TRAINING	46	17	29	37.0%	63.0%
*OTHER EDUCATIONAL TRAINING	279	1	278	0.4%	99.6%
*JOB SEARCH	42	17	25	40.5%	59.5%
*WORK EXPERIENCE	17	5	12	29.4%	70.6%

FOLLOW UP DATA

	MALE	FEMALE
TIME OF TERMINATION		
TOTAL POPULATION EMPLOYMENT RATE	61%	53%
WELFARE POPULATION EMPLOYMENT RATE	63%	41%
HOURLY WAGE AT PLACEMENT	$5.26	$4.95
THIRTEEN WEEKS AFTER TERMINATION (SAMPLE GROUP)		
TOTAL POPULATION		
EMPLOYMENT RATE	63%	44%
AVERAGE WEEKLY EARNINGS	$201.35	$197.05
AVERAGE WEEKS WORKED	8.3	6.1
WELFARE POPULATION		
EMPLOYMENT RATE	56%	34%
AVERAGE WEEKLY EARNINGS	$157.22	$169.46
AVERAGE WEEKS WORKED	6	4.7

SDA 12 - Independence, Missouri

Analysis of the data reveals the following significant trends:

- 114 of the 163 participants, or 70%, were female.
- 61 females, or 67%, were new participants.
- the majority of females were between the ages of 20-39.
- of the 114 female participants, 99 were white and 11 were black.
- 82 of the 114 female participants were single parents.
- 48 female participants received AFDC.
- 65 received food stamps.
- 16 of the 114 females were high school drop-outs.
- 62 were high school graduates.
- 88 of the female participants were unemployed.
- 38 females lacked a significant work history.
- the two activities with the most female participants were the classroom-occupational program with 64 participants and the on-the-job training program with 22 participants.
- at the time of termination from the job training programs, 70% of the total female population and 52% of the female welfare population were employed.
- thirteen weeks after termination, a sample group showed that 63% of the total female population and 42% of the female welfare population were employed.
- the hourly wage at placement was $6.69 for females compared to $6.32 for males.

Table 12A

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 12 PROGRAM REVIEW PY '91 CLOSEOUT

	MALE	FEMALE
TOTAL PARTICIPANTS:	49	114
AGE:		
20-29	17	48
30-39	19	46
40-49	8	15
50-59	5	5
60 AND OVER	0	0
RACE:		
WHITE (NON-HISPANIC)	44	99
BLACK (NON-HISPANIC)	2	11
HISPANIC	1	2
OTHER	2	2
FAMILY STATUS:		
SINGLE PARENT-DEPENDENT UNDER 6	3	46
SINGLE PARENT-DEPENDENT 6-17	4	35
SINGLE PARENT-DEPENDENT OVER 17	0	1
PARENT IN 2 PARENT FAMILY	17	14
NON-DEPENDENT INDIVIDUAL	24	16
PUBLIC ASSISTANCE:		
RECEIVING AFDC	7	48
RECEIVING FOOD STAMPS	19	65
EDUCATIONAL STATUS:		
SCHOOL DROP-OUT	8	16
STUDENT	0	0
HIGH SCHOOL GRADUATE OR EQUIVALENT	28	62
POST-HIGH SCHOOL ATTENDEE	10	34
COLLEGE GRADUATE OR ABOVE	3	2
LABOR FORCE STATUS		
EMPLOYED PART TIME	4	12
EMPLOYED FULL TIME	0	10
UNEMPLOYED	44	88
NOT IN LABOR FORCE	1	4
LACKS SIGNIFICANT WORK HISTORY	10	38

Table 12B

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 12 PROGRAM REVIEW PY '91 CLOSEOUT

	TOTAL	ACTUAL SERVED		PERCENT OF ACTUAL SERVED	
		MALE	FEMALE	MALE	FEMALE
TOTAL PARTICIPANTS	163	49	114	30.1%	69.9%
NEW PARTICIPANTS	91	30	61	33.0%	67.0%
TOTAL TERMINATION	137	41	96	29.9%	70.1%
ENTERED UNSUBSIDIZED EMPLOYMENT	98	31	67	31.6%	68.4%
ACTIVITIES:					
*CLASSROOM-OCCUPATIONAL	74	10	64	13.5%	86.5%
*ON-THE-JOB TRAINING	44	22	22	50.0%	50.0%
*OTHER EDUCATIONAL TRAINING	4	0	4	0.0%	100.0%
*JOB SEARCH	8	4	4	50.0%	50.0%
*WORK EXPERIENCE	0	0	0		

FOLLOW UP DATA

	MALE	FEMALE
TIME OF TERMINATION		
TOTAL POPULATION EMPLOYMENT RATE	76%	70%
WELFARE POPULATION EMPLOYMENT RATE	67%	52%
HOURLY WAGE AT PLACEMENT	$6.32	$6.69
THIRTEEN WEEKS AFTER TERMINATION (SAMPLE GROUP)		
TOTAL POPULATION		
EMPLOYMENT RATE	74%	63%
AVERAGE WEEKLY EARNINGS	$303.62	$257.29
AVERAGE WEEKS WORKED	10.7	8.4
WELFARE POPULATION		
EMPLOYMENT RATE	67%	42%
AVERAGE WEEKLY EARNINGS	$196.00	$276.15
AVERAGE WEEKS WORKED	8.7	5.8

SDA 13 - Clayton, Missouri

Analysis of the data reveals the following significant trends:

- 381 of the 704 participants, or 54%, were female.
- 265 females, or 51%, were new participants.
- the majority of females were between the ages of 20-29.
- of the 381 female participants, 139 were white and 232 were black.
- 237 of the 381 female participants were single parents.
- 146 female participants received AFDC.
- 175 received food stamps.
- 81 of the 381 females were high school drop-outs.
- 160 were high school graduates.
- 317 of the female participants were unemployed.
- 124 females lacked a significant work history.
- the two activities with the most female participants were the classroom-occupational program with 155 participants and the other educational training program with 111 participants.
- at the time of termination from the job training programs, 55% of the total female population and 34% of the female welfare population were employed.
- thirteen weeks after termination, a sample group showed that 64% of the total female population and 47% of the female welfare population were employed.
- the hourly wage at placement was $5.86 for females compared to $6.07 for males.

Table 13A

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 13 PROGRAM REVIEW PY '91 CLOSEOUT

	MALE	FEMALE
TOTAL PARTICIPANTS:	323	381
AGE:		
20-29	126	185
30-39	119	121
40-49	61	56
50-59	15	18
60 AND OVER	2	1
RACE:		
WHITE (NON-HISPANIC)	166	139
BLACK (NON-HISPANIC)	149	232
HISPANIC	1	1
OTHER	7	9
FAMILY STATUS:		
SINGLE PARENT-DEPENDENT UNDER 6	1	113
SINGLE PARENT-DEPENDENT 6-17	12	115
SINGLE PARENT-DEPENDENT OVER 17	1	9
PARENT IN 2 PARENT FAMILY	45	29
NON-DEPENDENT INDIVIDUAL	256	106
PUBLIC ASSISTANCE:		
RECEIVING AFDC	10	146
RECEIVING FOOD STAMPS	31	175
EDUCATIONAL STATUS:		
SCHOOL DROP-OUT	77	81
STUDENT	0	1
HIGH SCHOOL GRADUATE OR EQUIVALENT	137	160
POST-HIGH SCHOOL ATTENDEE	84	120
COLLEGE GRADUATE OR ABOVE	25	19
LABOR FORCE STATUS		
EMPLOYED PART TIME	28	41
EMPLOYED FULL TIME	7	4
UNEMPLOYED	268	317
NOT IN LABOR FORCE	20	19
LACKS SIGNIFICANT WORK HISTORY	69	124

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 13 PROGRAM REVIEW PY '91 CLOSEOUT

	TOTAL	ACTUAL SERVED		PERCENT OF ACTUAL SERVED	
		MALE	FEMALE	MALE	FEMALE
TOTAL PARTICIPANTS	704	323	381	45.9%	54.1%
NEW PARTICIPANTS	520	255	265	49.0%	51.0%
TOTAL TERMINATION	560	271	289	48.4%	51.6%
ENTERED UNSUBSIDIZED EMPLOYMENT	339	180	159	53.1%	46.9%
ACTIVITIES:					
*CLASSROOM-OCCUPATIONAL	290	135	155	46.6%	53.4%
*ON-THE-JOB TRAINING	74	39	35	52.7%	47.3%
*OTHER EDUCATIONAL TRAINING	149	38	111	25.5%	74.5%
*JOB SEARCH	116	53	63	45.7%	54.3%
*WORK EXPERIENCE	0	0	0		

FOLLOW UP DATA

	MALE	FEMALE
TIME OF TERMINATION		
TOTAL POPULATION EMPLOYMENT RATE	66%	55%
WELFARE POPULATION EMPLOYMENT RATE	73%	34%
HOURLY WAGE AT PLACEMENT	$6.07	$5.86
THIRTEEN WEEKS AFTER TERMINATION (SAMPLE GROUP)		
TOTAL POPULATION		
EMPLOYMENT RATE	64%	64%
AVERAGE WEEKLY EARNINGS	$211.27	$213.29
AVERAGE WEEKS WORKED	8.8	8.1
WELFARE POPULATION		
EMPLOYMENT RATE	86%	47%
AVERAGE WEEKLY EARNINGS	$210.54	$169.28
AVERAGE WEEKS WORKED	9.9	6.1

SDA 14 - St. Charles, Missouri

Analysis of the data reveals the following significant trends:

- 125 of the 194 participants, or 64%, were female.
- 81 females, or 62%, were new participants.
- the majority of females were between the ages of 20-39.
- of the 125 female participants, 115 were white and 8 were black.
- 83 of the 125 female participants were single parents.
- 44 female participants received AFDC.
- 76 received food stamps.
- 33 of the 125 females were high school drop-outs.
- 47 were high school graduates.
- 94 of the female participants were unemployed.
- 41 females lacked a significant work history.
- the three activities with the most female participants were the classroom-occupational program with 42 participants, on-the-job training with 22 participants, and the job search program with 17 participants.
- at the time of termination from the job training programs, 67% of the total female population and 44% of the female welfare population were employed.
- thirteen weeks after termination, a sample group showed that 67% of the total female population and 54% of the female welfare population were employed.
- the hourly wage at placement was $6.11 for females compared to $7.47 for males.

Table 14A

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 14 PROGRAM REVIEW PY '91 CLOSEOUT

	MALE	FEMALE
TOTAL PARTICIPANTS:	69	125
AGE:		
20-29	19	53
30-39	35	38
40-49	9	23
50-59	3	10
60 AND OVER	3	1
RACE:		
WHITE (NON-HISPANIC)	62	115
BLACK (NON-HISPANIC)	5	8
HISPANIC	0	1
OTHER	2	1
FAMILY STATUS:		
SINGLE PARENT-DEPENDENT UNDER 6	2	46
SINGLE PARENT-DEPENDENT 6-17	3	36
SINGLE PARENT-DEPENDENT OVER 17	0	1
PARENT IN 2 PARENT FAMILY	24	17
NON-DEPENDENT INDIVIDUAL	33	18
PUBLIC ASSISTANCE:		
RECEIVING AFDC	5	44
RECEIVING FOOD STAMPS	22	76
EDUCATIONAL STATUS:		
SCHOOL DROP-OUT	15	33
STUDENT	0	0
HIGH SCHOOL GRADUATE OR EQUIVALENT	17	47
POST-HIGH SCHOOL ATTENDEE	34	42
COLLEGE GRADUATE OR ABOVE	3	3
LABOR FORCE STATUS		
EMPLOYED PART TIME	9	22
EMPLOYED FULL TIME	5	9
UNEMPLOYED	55	94
NOT IN LABOR FORCE	0	0
LACKS SIGNIFICANT WORK HISTORY	8	41

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 14 PROGRAM REVIEW PY '91 CLOSEOUT

	TOTAL	ACTUAL SERVED		PERCENT OF ACTUAL SERVED	
		MALE	FEMALE	MALE	FEMALE
TOTAL PARTICIPANTS	194	69	125	35.6%	64.4%
NEW PARTICIPANTS	130	49	81	37.7%	62.3%
TOTAL TERMINATION	142	51	91	35.9%	64.1%
ENTERED UNSUBSIDIZED EMPLOYMENT	105	44	61	41.9%	58.1%
ACTIVITIES:					
*CLASSROOM-OCCUPATIONAL	55	13	42	23.6%	76.4%
*ON-THE-JOB TRAINING	43	21	22	48.8%	51.2%
*OTHER EDUCATIONAL TRAINING	0	0	0		
*JOB SEARCH	32	15	17	46.9%	53.1%
*WORK EXPERIENCE	0	0	0		

FOLLOW UP DATA

	MALE	FEMALE
TIME OF TERMINATION		
TOTAL POPULATION EMPLOYMENT RATE	86%	67%
WELFARE POPULATION EMPLOYMENT RATE	100%	44%
HOURLY WAGE AT PLACEMENT	$7.47	$6.11
THIRTEEN WEEKS AFTER TERMINATION (SAMPLE GROUP)		
TOTAL POPULATION EMPLOYMENT RATE	74%	67%
AVERAGE WEEKLY EARNINGS	$329.60	$222.98
AVERAGE WEEKS WORKED	10.6	8.7
WELFARE POPULATION EMPLOYMENT RATE	75%	54%
AVERAGE WEEKLY EARNINGS	$185.67	$183.83
AVERAGE WEEKS WORKED	11.8	6.7

SDA 15 - Hillsboro, Missouri

Analysis of the data reveals the following significant trends:

- 342 of the 502 participants, or 68%, were female.
- 257 females, or 66%, were new participants.
- the majority of females were between the ages of 20-29.
- of the 342 female participants, 326 were white and 13 were black.
- 188 of the 342 female participants were single parents.
- 121 female participants received AFDC.
- 194 received food stamps.
- 89 of the 342 females were high school drop-outs.
- 198 were high school graduates.
- 262 of the female participants were unemployed.
- 114 females lacked a significant work history.
- the two activities with the most female participants were the classroom-occupational program with 261 participants and the other educational training with 209 participants.
- at the time of termination from the job training programs, 64% of the total female population and 59% of the female welfare population were employed.
- thirteen weeks after termination, a sample group showed that 64% of the total female population and 56% of the female welfare population were employed.
- the hourly wage at placement was $5.80 for females compared to $6.27 for males.

Table 15A

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 15 PROGRAM REVIEW PY '91 CLOSEOUT

	MALE	FEMALE
TOTAL PARTICIPANTS:	160	342
AGE:		
20-29	84	167
30-39	47	121
40-49	27	44
50-59	2	10
60 AND OVER	0	0
RACE:		
WHITE (NON-HISPANIC)	150	326
BLACK (NON-HISPANIC)	7	13
HISPANIC	1	1
OTHER	2	2
FAMILY STATUS:		
SINGLE PARENT-DEPENDENT UNDER 6	16	92
SINGLE PARENT-DEPENDENT 6-17	6	91
SINGLE PARENT-DEPENDENT OVER 17	0	5
PARENT IN 2 PARENT FAMILY	50	84
NON-DEPENDENT INDIVIDUAL	71	60
PUBLIC ASSISTANCE:		
RECEIVING AFDC	29	121
RECEIVING FOOD STAMPS	61	194
EDUCATIONAL STATUS:		
SCHOOL DROP-OUT	37	89
STUDENT	0	0
HIGH SCHOOL GRADUATE OR EQUIVALENT	96	198
POST-HIGH SCHOOL ATTENDEE	27	52
COLLEGE GRADUATE OR ABOVE	0	3
LABOR FORCE STATUS		
EMPLOYED PART TIME	11	43
EMPLOYED FULL TIME	4	21
UNEMPLOYED	142	262
NOT IN LABOR FORCE	3	16
LACKS SIGNIFICANT WORK HISTORY	34	114

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
SDA 15 PROGRAM REVIEW PY '91 CLOSEOUT

	TOTAL	ACTUAL SERVED		PERCENT OF ACTUAL SERVED	
		MALE	FEMALE	MALE	FEMALE
TOTAL PARTICIPANTS	502	160	342	31.9%	68.1%
NEW PARTICIPANTS	392	135	257	34.4%	65.6%
TOTAL TERMINATION	355	114	241	32.1%	67.9%
ENTERED UNSUBSIDIZED EMPLOYMENT	242	88	154	36.4%	63.6%
ACTIVITIES:					
*CLASSROOM-OCCUPATIONAL	360	99	261	27.5%	72.5%
*ON-THE-JOB TRAINING	89	53	36	59.6%	40.4%
*OTHER EDUCATIONAL TRAINING	287	78	209	27.2%	72.8%
*JOB SEARCH	0	0	0		
*WORK EXPERIENCE	0	0	0		

FOLLOW UP DATA

	MALE	FEMALE
TIME OF TERMINATION		
TOTAL POPULATION EMPLOYMENT RATE	77%	64%
WELFARE POPULATION EMPLOYMENT RATE	75%	59%
HOURLY WAGE AT PLACEMENT	$6.27	$5.80
THIRTEEN WEEKS AFTER TERMINATION (SAMPLE GROUP)		
TOTAL POPULATION		
EMPLOYMENT RATE	61%	64%
AVERAGE WEEKLY EARNINGS	$253.46	$219.54
AVERAGE WEEKS WORKED	8.4	8.2
WELFARE POPULATION		
EMPLOYMENT RATE	67%	56%
AVERAGE WEEKLY EARNINGS	$271.10	$203.78
AVERAGE WEEKS WORKED	6.9	7.4

STATEWIDE COMPREHENSIVE PROGRAM REVIEW

The comprehensive analysis of data from SDA 1 through SDA 15 shows the following significant trends:

- the average age range was from 20 to 39.

- 75% of the female participants, or 3444 out of 4598, were white, 23%, or 1080 out of 4598, were black, and 2%, or 74 were classified as other.

- 60% of the female participants, or 2745, were single parents.

- 40% of the female participants, or 1849, received AFDC.

- 75% of the female participants, or 3446 out of 4598, were high school graduates or above. 25%, or 1143, were high school drop-outs.

- 71% of the females, or 3259 out of 4598, were new participants. 72% of the total female participants, or 3306 out of 4598, were terminated from the training programs.

- 44% of the total female participants, or 2015 out of 4598, entered unsubsidized employment.

- 51% of the females, or 2353 out of 4598, participated in classroom-occupational training, 17%, or 760, participated in on-the-job training, 26%, or 1189, participated in other educational training, 13%, or 602, participated in job search, and 5%, or 245, participated in work experience.

- there was no significant change in the employment rate between the time of termination and thirteen weeks after termination of the job training program.

- there were more female participants than male participants in the job training programs.

- the average male graduate made $0.23 more per hour than the average female graduate.

Table 16A

JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
STATEWIDE PROGRAM REVIEW PY '91 CLOSEOUT

	MALE	FEMALE
TOTAL PARTICIPANTS:	2619	4598
AGE:		
14-19	0	0
20-29	1180	2109
30-39	970	1725
40-49	360	592
50-59	95	164
60 AND OVER	14	8
RACE:		
WHITE (NON-HISPANIC)	1844	3444
BLACK (NON-HISPANIC)	709	1080
HISPANIC	25	29
OTHER	41	45
FAMILY STATUS:		
SINGLE PARENT-DEPENDENT UNDER 6	77	1413
SINGLE PARENT-DEPENDENT 6-17	95	1267
SINGLE PARENT-DEPENDENT OVER 17	3	65
PARENT IN 2 PARENT FAMILY	703	865
NON-DEPENDENT INDIVIDUAL	1493	724
PUBLIC ASSISTANCE:		
RECEIVING AFDC	243	1849
RECEIVING FOOD STAMPS	907	2799
EDUCATIONAL STATUS:		
SCHOOL DROP-OUT	741	1143
STUDENT	4	9
HIGH SCHOOL GRADUATE OR EQUIVALENT	1332	2432
POST-HIGH SCHOOL ATTENDEE	482	957
COLLEGE GRADUATE OR ABOVE	60	57
LABOR FORCE STATUS		
EMPLOYED PART TIME	183	491
EMPLOYED FULL TIME	90	256
UNEMPLOYED	2176	3370
NOT IN LABOR FORCE	170	481
LACKS SIGNIFICANT WORK HISTORY	467	1465

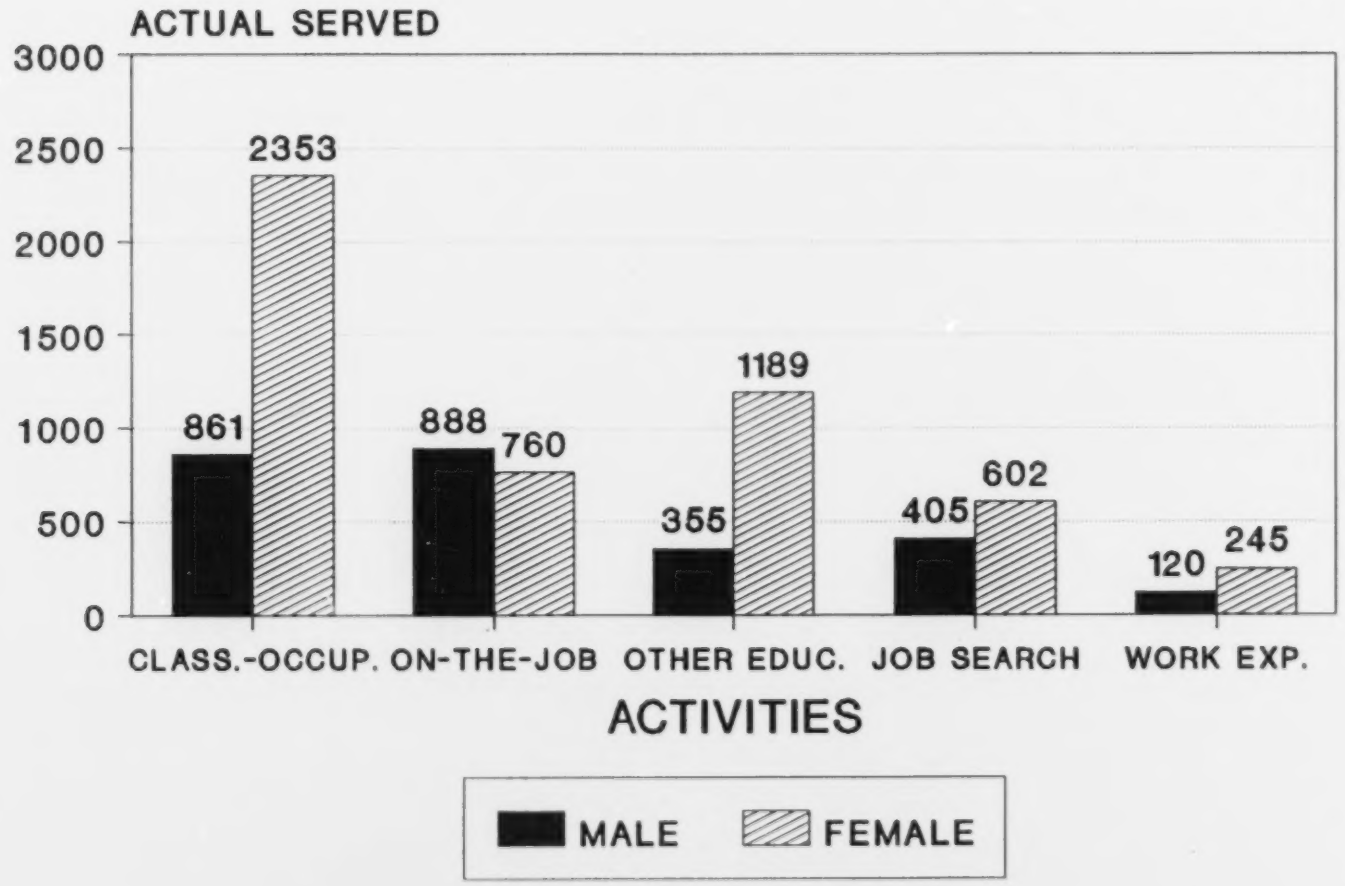
JOB TRAINING PARTNERSHIP ACT TITLE II-A ADULT
STATEWIDE PROGRAM REVIEW PY '91 CLOSEOUT

	TOTAL	ACTUAL SERVED		PERCENT OF ACTUAL SERVED	
		MALE	FEMALE	MALE	FEMALE
TOTAL PARTICIPANTS	7217	2619	4598	36.3%	63.7%
NEW PARTICIPANTS	5402	2143	3259	39.7%	60.3%
TOTAL TERMINATION	5365	2059	3306	38.4%	61.6%
ENTERED UNSUBSIDIZED EMPLOYMENT	3499	1484	2015	42.4%	57.6%
ACTIVITIES:					
*CLASSROOM-OCCUPATIONAL	3214	861	2353	26.8%	73.2%
*ON-THE-JOB TRAINING	1648	888	760	53.9%	46.1%
*OTHER EDUCATIONAL TRAINING	1544	355	1189	23.0%	77.0%
*JOB SEARCH	1007	405	602	40.2%	59.8%
*WORK EXPERIENCE	365	120	245	32.9%	67.1%

FOLLOW UP DATA

	MALE	FEMALE
TIME OF TERMINATION		
TOTAL POPULATION EMPLOYMENT RATE	72%	61%
WELFARE POPULATION EMPLOYMENT RATE	68%	47%
HOURLY WAGE AT PLACEMENT	$5.72	$5.49
THIRTEEN WEEKS AFTER TERMINATION (SAMPLE GROUP)		
TOTAL POPULATION		
EMPLOYMENT RATE	64%	56%
AVERAGE WEEKLY EARNINGS	$236.70	$205.11
AVERAGE WEEKS WORKED	8.7	7.6
WELFARE POPULATION		
EMPLOYMENT RATE	53%	43%
AVERAGE WEEKLY EARNINGS	$203.87	$189.81
AVERAGE WEEKS WORKED	7.2	5.9

STATEWIDE PROGRAM ACTIVITIES
PY '91 CLOSEOUT



RECOMMENDATIONS

The job training system has shown some change from the previous fiscal year. Both male and female total participants have decreased from PY '90: a 27% decrease in male participation and a 10% decrease in female participation. This decrease in the participation rate is due to the change in the style of job training. This change in job training provides the participant with long term training and skills and the opportunity for long term employment. In PY '91 more money was expended per person per activity. Therefore, fewer individuals could participate in the JTPS.

The most popular male activity, on-the-job training, was consecutive for both PY '90 and PY '91. The most popular female activity, classroom-occupational training, remained the same as well.

A modest change in income occurred in PY '91. The male income increased $0.15 per hour, and the female income increased $0.39 per hour. This increase indicated an improvement in women's opportunities even though females still made $0.23 per hour less than males.

Recommendations from past years stressed improving the quality of training and the placement of participants. These goals will continue to be of importance as women enter the work force in increasing numbers and as the technology of the work place demands more skilled workers.

FY '92 (PY '91)
ACTIVITIES OF THE MISSOURI WOMEN'S COUNCIL

YEAR END REVIEW

The mandate of the Missouri Council on Women's Economic Development and Training is to promote economic and employment opportunities for women through education and training. This includes the following:

- to promote occupational mobility of women workers in lower and middle level employment.
- to promote women's access to jobs with higher skills and management responsibilities.
- to initiate and promote new programs to assist women in business.
- to assure access of women to non-traditional skilled trades through training and apprenticeship programs.
- to promote retraining programs for women targeted to growth sectors.
- to obtain federal and private funds or grants for these goals.
- to conduct programs, studies, seminars, and conferences to foster council objectives.

The highlights of 1992 include the following:

- the Council funded two pilot projects:

1. **The New Steps Program** of the Full Employment Council in Kansas City and De La Salle Education Center focused on young women between the ages of 14 and 21 who were dropouts from either high school or public training programs. Forty-six young women were served, with ten of these participants either completing their GEDs or receiving their high school diplomas. Because many of these young women have children, this program benefitted more than one generation.

2. **Nontraditional Career Choice Videos**, with cooperative efforts between State Fair Community College and the Western Missouri Private Industry Council, addressed nontraditional career choice, nontraditional job search techniques and nontraditional job retention for women. Curriculum materials developed for this pilot included the three videos and activity workbooks. These instructional materials are available to all Service Delivery Areas (SDA) and other interested parties through State Fair Community College.

- The Council sponsored the **Mid-Missouri Women's Survival Show**, along with St. Mary's Health Center and Still Regional Medical Center in Jefferson City. An estimated 800 women attended. The event featured keynote speaker, Dr. Joyce Brothers, who spoke on "Success is a State of Mind", and 24 seminars on education, health, careers, financial and legal issues, child/family concerns and personal growth.

- The Council awarded its second annual **Award of Distinction** to the Women's Leadership Institute (WLI) of Avila College. Ms. Barbara Engel, program coordinator, accepted the award. Developed in 1978, the institute addresses the need for an educational forum for Kansas City women to build skills and networks and to motivate one another. The WLI program was honored at the Women's Council Breakfast, part of the Governor's Employment and Training Conference, on November 1, 1991. The breakfast was partially funded by Household International.

- The Council released the **1991 Status Report: Missouri Women Today...in Education...in Employment** at the "Building Bridges: Higher Education and Government" conference at Southeast Missouri State University on September 30 and October 1. This report illustrated trends in educational access and direction, employment classifications and growth occupations for women.

- The Council produced the **Missouri Job Training Partnership Act Title II-A Adult Closeout Program Review for PY '91.** Data from the Management Information System (MIS) about women's participation in the Missouri Division of Job Development and Training system in Missouri was reported and analyzed for each SDA and for the state as a whole.

- The Council produced **The Big Picture in Childcare.** It was the result of the collaborative research project with the Missouri Division of Family Services, the University Human Development Extension and the University of Missouri Office of Social and Economic Data Analysis (OSEDA). This showed the need for childcare services by county or SDA.

- The Council worked with the U.S. Department of Labor Women's Bureau in organizing a **Women Legislators' Roundtable** centering on women's participation in public service. The roundtable was held in Kansas City on June 19 and was attended by women legislators and cabinet-level administrators from Missouri, Kansas, Nebraska, and Iowa.

- The Council was represented at numerous conferences and sent speakers to functions throughout the state in addition to holding the four regular council meetings and thirteen committee meetings in FY '92.

- The Council commissioned the Media Research Bureau, University of Missouri-Columbia to conduct a **survey of employer's attitudes toward women in the work place.** Company representatives were asked a series of questions regarding attitudes, abilities, and benefits. Employers saw low self opinion as the main barrier to women's advancement.

- The Council developed a **nomination form**, in cooperation with the Missouri Women Legislators, and is in the process of establishing a data base that provides the names of women who are qualified and interested in serving on various Missouri councils, commissions and boards.

- The Council continues to move toward its goal of becoming an **information center** in response to the large number of phone calls the office receives from women seeking answers to various questions. With the establishment of a data base of programs and services available to women in each county or SDA, the office directs callers with a particular need to the proper entity. The most frequently asked question is related to funding for small businesses.

WOMEN

IN THE

WORK FORCE

DISTRIBUTION OF EMPLOYED WOMEN IN THE U.S. BY OCCUPATION, 1991

	Number (in thousands)	Percentage
Total Employed	53,283	100%
– Managerial and Professional	14,358	26.9%
Executive/Administrative and Managerial	6,072	
Professional Specialty	8,286	
– Technical, Sales and Administrative Support	23,348	43.8%
Technicians and Related Support	1,875	
Sales	6,812	
Administrative Support, including Clerical	14,668	
– Service Occupations	9,560	17.9%
– Precision Production, Craft and Repair	1,132	2.2%
– Operators, Fabricators and Laborers	4,328	8.2%
Machine Operators, Assemblers and Inspectors	3,087	
Transportation and Material Moving	440	
Handlers, Equipment Cleaners, Helpers and Laborers	805	
– Farming, Forestry and Fishing	557	1.0%

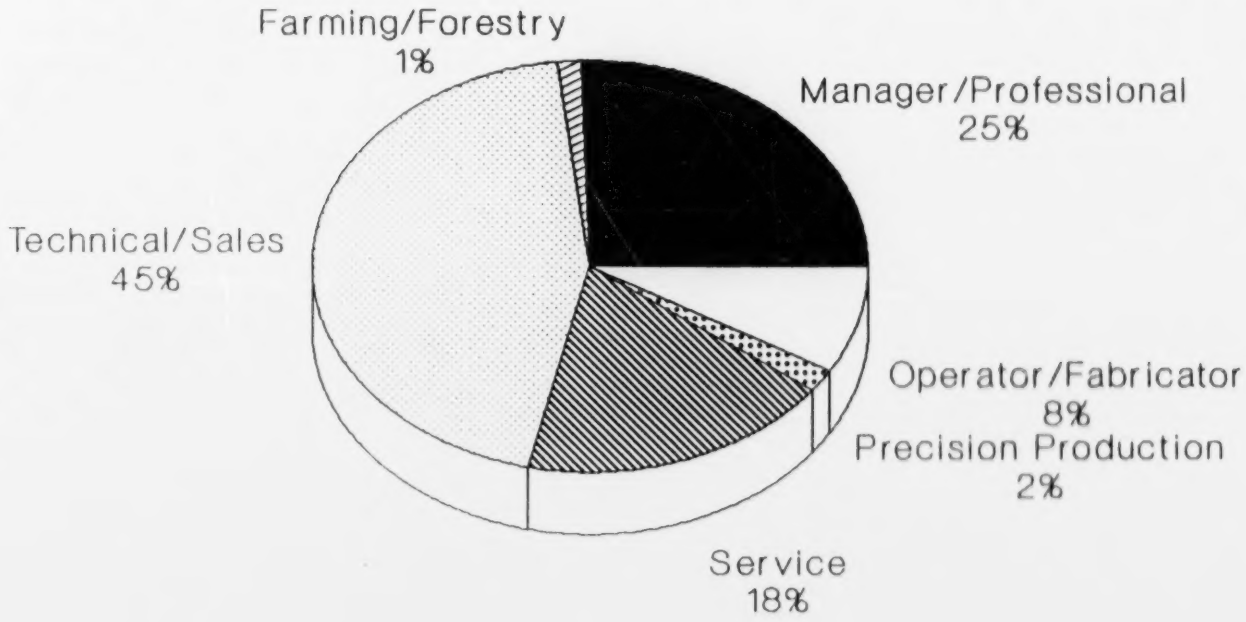
SOURCE : U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS
EMPLOYMENT AND EARNINGS, TABLE 22

DISTRIBUTION OF EMPLOYED WOMEN IN MISSOURI BY OCCUPATION, 1991

	Number	Percentage
Total Employed	1,176,000	100%
- Managerial and Professional	300,000	25.5%
Executive/Administrative and Managerial	107,000	
Professional Specialty	193,000	
- Technical, Sales and Administrative Support	524,000	44.6%
Technicians and Related Support	42,000	
Sales	160,000	
Administrative Support, including Clerical	322,000	
- Service Occupations	215,000	18.3%
- Precision Production, Craft and Repair	21,000	1.8%
- Operators, Fabricators and Laborers	100,000	8.5%
Machine Operators, Assemblers and Inspectors	74,000	
Transportation and Material Moving	9,000	
Handlers, Equipment Cleaners, Helpers and Laborers	17,000	
- Farming, Forestry and Fishing	16,000	1.4%

SOURCE: U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS

DISTRIBUTION OF EMPLOYED WOMEN IN MISSOURI BY OCCUPATION, 1991



SOURCE: U.S. DEPARTMENT OF LABOR

COMPARISON OF MEDIAN WEEKLY EARNINGS FOR FULL-TIME EARNERS IN THE U.S., 1991 (PART I)

Occupation	Men's Earnings	Women's Earnings	Women's Earnings as a Percentage of Men's
Total, 16 years and over	497	368	74.0%
Executive, administrative, and managerial (includes management related occupations)	758	504	66.5%
Management related occupations	685	496	72.4%
Accountants	699	501	71.7%
Professional specialty	748	559	74.7%
Engineers	863	740	85.7%
Mathematical and computer sciences	823	707	85.9%
Natural scientists	726	571	78.7%
Health diagnosing occupations	1021	625	61.2%
Health assessment & treating occupations	703	616	87.6%
Teachers, college & university	824	659	80.0%
Teachers, except college & university	616	510	82.8%
Counselors, educational & vocational	666	595	89.3%
Social scientists & urban planners	704	533	75.7%
Social, recreation, & religious workers	490	419	85.5%
Lawyers and judges	1089	817	75.0%
Writers, artists, entertainers, & athletes	594	481	81.0%
Technicians and related support	576	445	77.3%
Health technologists & technicians	496	409	82.5%
Engineering & related technicians	543	459	84.5%
Science technicians	517	427	82.6%
Sales occupations	518	308	59.5%
Supervisors & proprietors	549	361	65.8%
Sales representatives, finance & business	610	454	74.4%
Sales representatives, commodities	648	516	79.6%
Sales workers, retail & personal services	330	225	68.2%
Administrative support, including clerical	459	348	75.8%
Supervisors	650	481	74.0%
Computer equipment operators	463	352	76.0%
Secretaries, stenographers, & typists	367	357	97.3%
Information clerks	378	300	79.4%
Records processing, except financial	395	333	84.3%
Financial records processing	411	344	83.7%
Mail and message distributing	556	501	90.1%
Recording, scheduling and distributing clerks	399	338	84.7%
Adjusters and investigators	496	376	75.8%
Miscellaneous administrative support	399	324	81.2%

SOURCE: EMPLOYMENT AND EARNINGS, TABLE 56
U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS

Note: Occupational sub-categories not shown where base number of workers was less than 50,000.

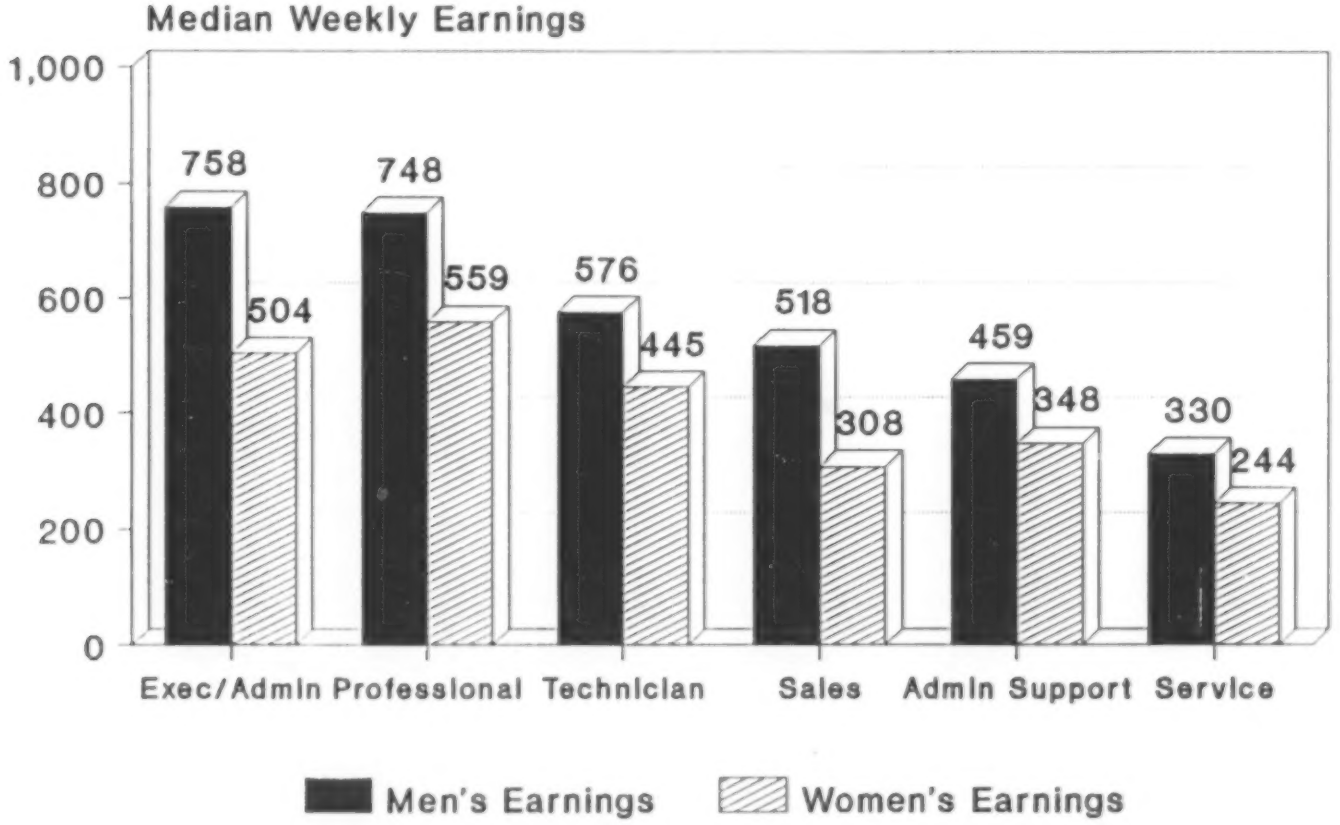
COMPARISON OF MEDIAN WEEKLY EARNINGS FOR FULL-TIME WAGE EARNERS IN THE U.S., 1991 (PART II)

Occupation	Men's Earnings	Women's Earnings	Women's Earnings as a Percentage of Men's
Total, 16 years and over	497	368	74.0%
Service occupations	330	244	73.9%
Protective services	502	421	83.9%
Police and detectives	685	N/A	N/A
Guards	309	285	92.2%
Food preparation and service	248	219	88.3%
Health service occupations	306	275	89.9%
Cleaning and building service occupations	308	239	77.6%
Personal service occupations	300	251	83.7%
Precision production	508	317	62.4%
Supervisors	592	412	69.6%
Precision textile, apparel, and furnishings	340	261	76.8%
Precision food production	348	262	75.3%
Mechanics and repairers	489	506	103.5%
Electrical and electronic equipment	593	569	96.0%
Construction trades (includes supervisors)	484	N/A	N/A
Operators, fabricators, and laborers	387	273	70.5%
Metalworking and plastic working machine	435	294	67.6%
Printing machine operators	448	347	77.5%
Textile, apparel, and furnishings machine	284	221	77.8%
Fabricators, assemblers, and hand workers	395	290	73.4%
Transportation and material moving occupations	423	339	80.1%
Motor vehicle operators	412	328	79.6%
Bus drivers	411	321	78.1%
Handlers, equipment cleaners, helpers, and laborers	315	261	82.9%
Freight, stock, and material handlers	314	249	79.3%
Hand packers and packagers	306	263	85.9%
Laborers, except construction	327	260	79.5%

SOURCE: EMPLOYMENT AND EARNINGS, TABLE 56
U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS

Note: Occupational sub-categories not shown where base number of workers was less than 50,000.

COMPARISON OF MEDIAN WEEKLY EARNINGS FOR FULL-TIME EARNERS IN THE U.S.,1991



SOURCE: US. DEPARTMENT OF LABOR